

## WASHINGTON STATE MEDICAID INFRASTRUCTURE GRANT *PATHWAYS TO EMPLOYMENT 2010*

### **A. Funding Request**

The Washington State Department of Social and Health Services (DSHS) submits this continuation application for funding under the Basic Medicaid Infrastructure Grant (MIG) program to continue its *Pathways to Employment* initiative for the calendar year (CY) 2010. As requested in the competitive application submitted to the Centers for Medicare and Medicaid Services (CMS) for each of the calendar years 2009 and 2010, DSHS is requesting \$750,000 in federal funds for CY 2010. Washington is a “fully eligible” state, as described in the MIG solicitation.

### **B. Project Abstract**

The Washington State *Pathways to Employment* initiative continues to develop and enhance systems infrastructure for providing health care and employment supports for individuals with disabilities. Individually and collectively, funded projects reflect determinations of action identified through a planning process based on an environmental scan of resources, input from community stakeholders, including consumers, and the commitment of participating business partners. In turn, this initiative has brought to the table a multitude of partners and resources in communities across the state. And to support such efforts to integrate supports and services more effectively and efficiently, MIG funding continues to motivate and inspire the work of the many becoming more involved and optimistic of the state’s capacity to sustain systems change and success.

The template for *Pathways to Employment* is the Ticket to Work and Work Incentives Act, further defined by the New Freedom Initiative. What continues to emerge, however, is unique to the needs of customers/consumers, service agencies, and the cultural history of state and local delivery systems in Washington State.

The primary goal of *Pathways to Employment* is to continue to foster the expectation of competitive employment and economic advancement for individuals with disabilities, by promoting the use of work incentives provided under Medicaid regulations and the Social Security Act. In addition to expanding outreach and educational activities, this proposal provides support to partner agencies to engage innovative service strategies, incorporate measurable employment outcomes at the individual county and provider levels in their tracking and reporting capacities and protocols. To measure progress achieved by this initiative, baselines established over the last two years are used for tracking the following major outcomes:

- Increase the number of working age adults with disabilities who are employed and receiving state/federal healthcare benefits.
- Increase the number of benefits planning specialists who meet state standards for providing services, e.g. have good understanding and practical knowledge of work incentives and employment supports made available under the Social Security Disability Insurance (SSDI),

Supplemental Security Income (SSI) and state Medicaid programs, including the Medicaid Buy-in (MBI), known in Washington as Healthcare for Workers with Disabilities (HWD).

- Increase the number of youth in transition who exit high school into paid employment.
- Increase the number of individuals with severe mental illness receiving supported employment services.
- Design, develop, test and implement a state-specific prototype web portal for customers, their families, professional helpers, and community stakeholders.
- Contribute to research and evaluation of the MBI at the state and federal level.

The project summary and description in this proposal provides an assessment of achievements made thus far to better coordinate and integrate the delivery of healthcare and employment supports to individuals with disabilities. The measure of these successes, coupled with the expectation that additional improvements will follow, provide evidence that meaningful systems change has occurred and continues to evolve in Washington State. Indeed, as a variety of cohesive and sustainable networks continue to grow and replicate across the state, the viability of maintaining enhanced expectations and outcomes leveraged through collaborative partnerships and agreements is a growing trend in an increasing number of locations.

### **C. Current Economic Outlook**

Washington's seasonally adjusted unemployment rate decreased to 9.1 percent in July, down from June's revised rate of 9.2 percent, according to the state Employment Security Department. The state gained an estimated 4,000 non-agricultural jobs over the month, seasonally adjusted. "While today's news is reassuring and indicates that the economy may be stabilizing, this does not mean the national recession is over," Gov. Chris Gregoire said. "I continue to work closely with President Obama to distribute federal recovery funds efficiently and transparently to keep and create as many jobs in Washington State as possible. We also are working together to provide additional job-training opportunities and financial support."

Industries with the most job growth included education and health services, with 4,400 new jobs, professional and business services, which added 2,100, and government, which added 1,300. Most of the government additions were in local education and tribal employment, while other state government employment fell by about 1,300. Industries with the largest declines were in construction, which cut 3,200 jobs, financial activities, down 1,900, and manufacturing, which lost 900 jobs.

Year over year, Washington had 123,200 fewer jobs in July 2009 than in July 2008, a 4.1 percent decrease. Nationally, employment declined by 4.2 percent over the past year. An estimated 315,853 people (not seasonally adjusted) in Washington were unemployed and looking for work in July. "The July numbers are further evidence that the recession is slowing, but it's too soon to say whether we've turned the corner," said Employment Security Commissioner Karen Lee. "We expect to see ups and downs for some time to come." To date, Washington has distributed nearly \$200 million in state and federal stimulus funds to unemployed workers in the form of temporary benefit increases, on top of normal weekly unemployment benefits.

The quarterly revenue forecast for Washington state government in June 09 projected General Fund revenue down a combined \$482 million for the remainder of this biennium, which ends June 30, and the next two-year budget period. Dr. Arun Raha, chief revenue forecaster, said that while the overall economic outlook for next biennium is slightly bleaker than in March, the prospect for a recovery beginning in late 2009 is more certain. He noted, however, that consumer spending and tax collections are lagging the recovery, as consumers pay down debts and wait for more evidence that the economy is on stronger footing. The bleaker revenue forecast is a result of weak revenue collections and ongoing consumer caution.

“Like most other states across the nation, Washington has not yet experienced the economic turnaround needed to stabilize our revenues,” Gov. Chris Gregoire said. “While we have already demonstrated that we can make the hard decisions to develop and enact a responsible budget, we will have to take additional actions.” The governor signed a balanced budget in May to close a nearly \$9 billion shortfall. The budget left a total of \$739 million in savings, with \$248 million in the constitutionally protected rainy day fund and \$491 million in unobligated revenue. “The budget I signed in May requires everyone to sacrifice,” Gregoire said. “Those cuts and the further action I am taking today [June 18] will have real effects on the people of our state. It will take all of us working together, with shared responsibility, and a sense of community to get through this downturn.”

To manage the reduced revenue projected in this forecast, Gregoire directed agencies to further curtail their spending for the 2009–11 biennium. “We have been aware of the likelihood of a negative forecast and are prepared to take action,” Gregoire said. “I am directing Cabinet state agencies to decrease their General Fund employee costs by 2 percent from what was budgeted. Agencies can hire employees where needed to accomplish their core business and enact the reforms I am asking for, but they cannot exceed the cap I am instituting today.” In a letter to agency leaders, Gregoire also directed that controls on spending remain in place for equipment purchases, out-of-state travel, and personal service contracts. She also asked that higher education and separately elected officials voluntarily follow her hiring and purchasing directives.

Revenue for the current budget period, 2007–09, is projected to decrease \$185 million, resulting in total projected General Fund revenue for the biennium of \$27.7 billion. Revenue for the next budget period, 2009–11, is projected to decrease \$297 million, resulting in projected total General Fund revenue of \$29.8 billion. “The latest estimates are that 42 states continue to experience declines in revenue,” said Victor Moore, director of the state's budget office. “Some states are making additional cuts just to get through the current budget period.” State fiscal conditions deteriorated for nearly every state during fiscal 2009, according to the National Governors Association and the National Association of State Budget Officers.

#### **D. Pathways to Employment – Plan for 2009 and 2010**

Building upon successes achieved thus far, the Washington *Pathways to Employment* MIG initiative continues to facilitate construction of a more comprehensive and sustainable health systems infrastructure for Washingtonians with disabilities who want to work. Targeted investments are focused to increase state and local responsiveness to diverse needs of individuals with disabilities, including youth in transition, in pursuit of competitive employment. An

environment that empowers individuals with health care, supports and opportunities for career advancement and asset development is the primary goal.

In its proposal for competitive funding for CYs 2009 and 2010, the *Pathways to Employment* MIG Advisory Board identified seven primary outcome goals. Major outcome goals for CY 2009 and accomplishments achieved thus far are described below; work toward successfully reaching, if not also exceeding these goals will continue through CY 2010. Each goal and the strategies used to attain them are described in the project narrative and illustrated in the narrative logic model in Section F. While on some level, efforts to support and achieve gains toward reaching each outcome goal may add to the success of others, each is defined with quantifiable outcomes that can be measured with state administrative data.

## **1. MIG Accomplishments in 2009**

**a. Workplan outcome #1 and accomplishments** – Increase the number of working age adults with disabilities who are employed and receiving state/federal healthcare benefits by 3% annually in 2009 from a 2008 Q4 baseline of 13,947, using Washington administrative data for tracking purposes. Within this core area of “Employment training and education,” the current total count for this cohort is 15,234, which reflects an increase of 9%. Activities that support this success include, but are not limited to:

- At least 97 presentations for 1,287 individuals on SSDI, SSI, and state-specific Medicaid work incentives and employment supports. Many of these also addressed issues, lessons learned, and best practices in implementing the state’s Working Age Adult Policy (WAAP) for people with developmental disabilities (DD).
- Five virtual meetings (2 hours each) for benefits planners, using iLinc platform to provide information on healthcare and employment services programs and delivery systems and to increase and enhance planners network communication and collaboration. The state’s benefits planning network includes staff funded by the SSA Work Incentives Planning and Assistance (WIPA) grants, county DD programs, and the Division of Vocational Rehabilitation (DVR), who provide this service to their customers.
- Presentations at 2 quarterly meetings of benefits planners sponsored by WIPA grants to educate participants on the addition of HWD as an eligibility group for the state’s Home and Community Based Services (HCBS) waivers, i.e. the Community Options Program Entry Program Entry System (COPEs) and New Freedom Waiver (NFW) programs.
- To "simplify" identification of the specific Medicaid program that maximizes the incentive to work, the MIG Project Manager (PM) crafted and distributed a desk tool for benefits planners and others to address options, in addition to sharing best practices for referring individuals to the right person the first time and assisting with the disability determination process. The desk tool is also made available to eligibility staff through a link provided in the department’s Eligibility A-Z (EAZ) manual. See “[A Desk Tool for Benefits Planners](#).”

**b. Workplan outcome #2 and accomplishments** – Increase annually the number of individuals enrolled in the state’s MBI (or HWD) by 5%; baseline is number of enrollees at end of CY 2008, which equals 1,290. Within this core area of “Medicaid Buy-in,” the current total count for this

cohort is 1,421 enrollees, which reflects an increase of 10%. Currently, an additional 126 applications are in pending status. Activities that support this success include, but are not limited to:

- To enhance awareness and understanding of HWD and SSDI and SSI employment supports, the MIG PM incorporated additional and updated information, including policy clarifications and case examples into the HWD Chapter of the EAZ manual. See “[HWD – Healthcare for Workers with Disabilities](#).”
- Effective April 1, 2009, the state added HWD as an additional eligibility group for its COPEs and NFW waivers. These waivers serve individuals who meet waiver criteria based on physical needs. In 2006, the state added the additional eligibility group for 3 of its 4 waivers who meet criteria based on a developmental disability.
- Continued to provide and expand Work Strides (WS) train the trainer activities through collaborative partnerships developed with: 1) WorkSource (OneStops); 2) a private non-profit; 3) a Mental Health Division (MHD) project that targets youth in transition; 4) community resource providers; 5) 2 Mental Health Clubhouses; 6) the American Lake Veterans Affairs Center; and 7) Independent Living Centers.
- Developed and provided webinar training to service providers, including peer support specialists working with individuals with psychiatric disabilities.
- Community education and outreach activities described in accomplishments under other outcome goals.

**c .Workplan outcome #3 and accomplishments** – Increase the number of benefits planning specialists who meet state standards for providing community training, information and referral on state and local resources, and individual benefits plan analyses and follow up services. Secondary: Increase the number of individuals in the state who receive training on SSA and Medicaid work incentives to attain varying levels of expertise and promote employment as a viable option for people with disabilities. Within this core area of “Benefits Counseling and Work Incentive Programs,” the MIG provided a 5-day Benefits Planning Academy. Thus far, 9 of the 10 trainees have been able to successfully complete the homework assignment, which will provide them with a state certificate of completion. Activities that support this success include, but are not limited to:

- Through use of MIG dollars, the Washington Initiative for Supported Employment (WISE) provided over 1,400 hours of technical assistance to benefits planners staffed by the WIPA, county DD, and state DVR programs.
- Collaborative work with the Oregon MIG project to develop and provide a Benefits Planning Academy in Washington for new WA and OR planners.
- MIG PM developed and presented comprehensive PowerPoint on SSDI, SSI and HWD work incentives at the state’s annual Behavioral Health Conference (BHC). He had participated on a subcommittee of the state’s Mental Health Transformation Grant (T Grant) that successfully promoted use of T Grant dollars to fund an employment track at the BHC.
- Community education and outreach activities described in accomplishments under other outcome goals.

**d. Workplan outcome #4 and accomplishments** – Increase annually by 50 the number of youth in transition who exit high school into paid employment through design and use of braided funding streams, including MIG dollars leveraged by WISE. Within this core area of “Employment Training and Education,” at least 118 students who participated in transition projects significantly impacted by this work exited high school into paid employment during the recently completed school year. Activities that support this success include, but are not limited to:

- DD benefits planners in King County continued work with the King County Work Training Program, school districts, DVR, and employment providers on the School to Work project to assist students to exit high school with paid jobs. Approximately 115 students enrolled in the project this school year.
- WISE continued work with regional and county staff, families, teachers and school administrators throughout the state to address school to work training needs. Primary strategies include intensive training, facilitating collaboration between stakeholders at the local and state level, and mentoring for schools, community members, individuals, families, and provider organizations to develop and implement best practices. Project SEARCH of Spokane is an important local project in these efforts; in the coming school year, it will become a permanent part of the high school transition program in partnership with the Sacred Heart Medical Center.
- WISE continued work with state Division of Developmental Disabilities and County Jobs by 21 projects to provide training and technical assistance to educators, families and employment specialists. WISE established partnerships with 94 schools this year to provide these services.
- WISE continued work on Project MOVE, a one-to-one mentoring program that focuses on employment outcomes for this population. The project creates mentoring relationships that foster increased enrollment in college, greater participation in the workforce, and enhanced community integration for youth with disabilities. WISE is completing its fifth and final year of a demonstration grant, the work of which they have leveraged with MIG funding allocated for transition projects. Through Project MOVE, WISE has worked with more than 100 youth and 80 mentors.
- In related work and within a broader context, WISE coordinated six regional “Community of Action Forums: You are the Leaders” throughout the state in May and June. The events were sponsored by State DDD, DVR, and county programs, and designed to engage cross-system and community member conversations to identify priority actions to be taken over the next 3 to 4 years to improve the lives of individuals with developmental disabilities. MIG staff from Oregon participated in one of the regional forums to experience, in part, the format of the forum and the opportunities for substantive dialogue that can take place among funders, providers and community members. Oregon staff have requested use of this format and hope to replicate it in their state.

**e. Workplan outcome #5 and accomplishments** – Increase competitive employment outcomes by 10% for the number of individuals with severe mental illness receiving supported employment services in catchment areas participating in the Willing Partners project. Within this core area of “Employment Supports: Supported Employment,” very promising dynamics have



developed and continue to move forward. Activities that support this success include, but are not limited to:

- Contract renewed with WA Institute of Mental Health Research & Training to facilitate continued provision of technical assistance (TA) on using evidence based practices (EBPs) to increase and enhance supported employment (SE) outcomes. Continued procurement of excellent consultative services that have engaged Willing Partners profoundly and robustly, to an extent that others are considering some level of participation.
- Willing Partners, comprised of mental health networks selected for participation in this effort, continue to move forward. They are establishing measurable goals with partner systems, identifying appropriate data sources and protocol for tracking individual project outcomes, and re-emphasizing among staff and local providers the importance of employment in the pursuit and support of recovery.

**f. Workplan outcome #6 and accomplishments** – Design, develop, test and implement state-specific prototype web portal for customers, their family, professional helpers, and community stakeholders. Portal will include benefits estimator, employer locator (w/proximity locator), discussion of disability disclosure, resume builder, and video success stories. Design will include platform to provide training on work incentives and provide aggregate data on consumer demographics to stakeholders. Within this core area of “Employment Training and Education,” the second systems staff person has been selected. Project staff are in place now, according to original timeframe. Activities that support this success include, but are not limited to:

Finalized plan to continue and complete design, development and implementation of web portal, after extensive review of online tools implemented or "in production" began as planned this quarter. Project staff worked to receive necessary approval from state information services division for meeting technical design requirements, security measures, and acceptance as part of the umbrella department's direct mission. IT staff person hired to begin this project.

Finalized plan to continue and complete design, development and implementation of web portal. Project staff worked to receive necessary approval from state information services division for meeting technical design requirements, security measures, and acceptance as part of the umbrella department's direct mission. Approval for second IT person to be hired in July. On track as planned in developing: Web App and Web Maintenance App prototypes and P2E reports. Misc: finalized resume builder module user interface, completed drafts of SQL tables for Benefit Estimator (BE) and user interface for BE - calculations functionality comes later. Developed more extensive "click for help" functionality and second draft of user interface throughout application. Began design work on maintenance module.

**g. Workplan outcome #7 and accomplishments** – Support, promote, and contribute to research and evaluation of the Medicaid Buy-in (MBI) at the state and federal level. MBI is referred to as HealthCare for Workers with Disabilities (HWD) in WA State. Within this core outcome area, “Research and Evaluation,” the department’s Research and Data Analysis (RDA) Division finalized and evaluation of the state’s MBI and published a report of its findings on their website. See [Washington’s Medicaid Buy-In Program](#). Activities that support this success include, but are not limited to:

- RDA employed rigorous statistical techniques to construct a comparison group from DSHS administrative data in a way that increases confidence in the findings.
- Findings show that in the year following enrollment, HWD enrollees are more likely to be employed, had higher earnings, more stable Medicaid coverage, and relied less on the WA Basic Food program (i.e. food stamps). Enrollees are achieving greater self-sufficiency relative to their matched non-participant counterparts while also obtaining the sorts of comprehensive health care and benefits that are critical for workers with disabilities.
- In collaboration with HRSA, RDA submitted an abstract as part of a competitive selection process and subsequently presented evaluation findings at the spring CMS MIG and Demonstration to Maintain Independence and Employment (DMIE) Employment Summit.

## 2. Use of Grant Funds in 2010

Individuals with disabilities have become accustomed to living in the community, and have developed an expectation of participating in opportunities and options similar to those of their neighbors and friends. A future of life-long total dependency on social insurance or means-tested programs is not an acceptable option to many people with disabilities – or to the providers and program staff that support their efforts to participate more fully in the community. In part, this culture of expectation and belief that continuing systems change will occur as innovative strategies evolve and are put into practice is a product of a values-based philosophy that spread across the state in the 1980s.

In its efforts to sustain the dynamic that continues to raise the expectation of employment for all today in this state, the MIG Advisory Group, which serves to represent the aspirations and priorities of its consumers and stakeholders have identified seven primary outcome goals described below. Strategies to attain them are identified with bullets. Proposed grant fund allocations associated with each outcome goal are identified in Table 1 of Section F.

**Outcome Goal #1:** Increase the number of working age adults with disabilities who are employed and receiving state/federal healthcare benefits by 3% annually in 2010 from a baseline to be established on 12/31/2009, using Washington administrative data for tracking purposes.

- Provide technical assistance and training to benefits planners, service providers and educators via contract with WISE and use of MIG PM time.
- Continue community education at the state and local level on the availability and use of work incentives to individuals with disabilities, family members, service providers and other community stakeholders. Participate in the regional MIG state partnership, the Northwest Alliance, to enhance state-to-state coalitions and share innovation, best practices and lessons learned; explore multi-state research efforts and opportunities for leveraging resources.
- Collaborate with WISE to sustain and enhance network of planners around the state, including SSA funded Community Work Incentive Coordinators (CWICs), county staff in DD and MH programs, and VR counselors. This strategy includes developing and hosting monthly webinars to present updates on relevant programs in the state, cover



added topics of interest, share best practices and lessons learned, and facilitate opportunities for partnering at the state and local level.

- Support implementation of the WAAP for individuals with developmental disabilities. WAAP is the statewide "Employment First" policy, which mandates that "supports to pursue and maintain gainful employment in integrated settings in the community shall be the primary service option for working age adults."
- Present webinar training modules to increase the number of individuals in the state who receive formalized training on SSA and Medicaid work incentives to attain varying levels of expertise and promote employment as a viable option for people with disabilities. Develop and implement innovative policies that encourage and further incentivize the employment goals of individuals with disabilities, including work on asset development strategies.

**Outcome Goal #2:** Increase annually the number of individuals enrolled in the state's Medicaid Buy-in, HealthCare for Workers with Disabilities, by 5% from a baseline to be established on 12/31/2009, using Washington administrative data for tracking purposes.

- Continue community education at the state and local level on the availability and use of work incentives to individuals with disabilities, family members, service providers and other community stakeholders.
- Support implementation of the WAAP for individuals with developmental disabilities. WAAP is the statewide "Employment First" policy, which mandates that "supports to pursue and maintain gainful employment in integrated settings in the community shall be the primary service option for working age adults."
- Fund Train the Trainer activities for continued implementation of the WorkStrides program, built in part on the Dependable Strengths curriculum, at the local level in DVR offices and WorkSource (One Stop) sites.
- Present webinar training modules to increase the number of individuals in the state who receive formalized training on SSA and Medicaid work incentives to attain varying levels of expertise and promote employment as a viable option for people with disabilities.
- Develop and implement innovative policies that encourage and further incentivize the employment goals of individuals with disabilities, including work on asset development strategies.

**Outcome Goal #3:** Increase the number of benefits planning specialists who meet state standards for providing community training, information and referral on state and local resources, and individual benefits plan analyses and follow up services. Increase the number of individuals in the state who receive training on SSDI, SSI and Medicaid work incentives and employment support to attain varying levels of expertise and promote employment as a viable option for people with disabilities.

- Present webinar training modules to increase the number of individuals in the state who receive formalized training on SSDI, SSI and Medicaid work incentives and employment supports to attain varying levels of expertise and promote employment as a viable option for people with disabilities. Completion of these modules by members of the community

will serve to identify best candidates for an annual Benefits Planning Academy to be held in the state.

- Provide enhanced technical assistance (TA) to newly trained benefits planners through contract with WISE and use of MIG PM staff time. Additional TA may include assistance with giving first presentations in the community and first interviews with consumers (and as appropriate their families or designated others) to begin the planning process and analysis. Implement use of blog site to post and discuss non-emergent issues.
- Collaborate with WISE to sustain and enhance network of planners around the state, including SSA funded CWICs, county staff in DD and MH programs, and VR counselors. This strategy includes developing and hosting monthly webinars to present updates on relevant programs in the state, cover added topics of interest, share best practices and lessons learned, and facilitate opportunities for partnering at the state and local level.
- Participate in the MIG-RATS (Research and TA) workgroup that will administer a benefits planner survey in participating states, then work to define and implement quality assurance components that enhance the delivery and effectiveness of benefits planning services at the individual state level.

**Outcome Goal #4** – Increase annually by 50 the number of youth in transition who exit high school into paid employment through design and use of braided funding streams.

- Support WISE in its provision of technical assistance to local school districts on leveraging state and local funding streams to increase the number of those participating in the Job Before June (JBJ) project, the King County Work Training Program, and the Jobs by 21 projects in various counties.
- Support WISE in its continuing work on Project SEARCH in Spokane Co. WISE staff and those with the Sacred Heart Medical Center High School Transition Program collaborate in this project, which consists of a one-year educational program for youth in transition in their last year of high school.
- Participate in annual conferences sponsored by CMS and/or TA Partnership, the National Consortium for Health Systems Development (NCHSD), to build state-to-state coalitions for bringing state policy makers together to share innovation, best practices and lessons learned.

**Outcome Goal #5** – Increase competitive employment outcomes by 10% for the number of individuals with severe mental illness receiving supported employment services in catchment areas participating in the Willing Partners project. Baseline will be established at the end of this year, possibly going back to June 30, 2009. MHD is working with RDA to incorporate measurable employment outcomes at the individual county and provider levels in their tracking and reporting capacities and protocols.

- Provide technical assistance (TA) to MHD, DVR and participating regional support networks (RSNs) on providing high fidelity supported employment services through contract between the WA Institute for Mental Health Research and Training and TA consultants.

- To meet goals of the project, 1) create state-level funding partnerships through building closer coordination and collaboration between MHD and DVR; 2) provide targeted TA to selected partners for improving employment success; and 3) strengthen supported employment in participating clubhouses.
- Address key challenges in operating a high fidelity supported employment service, the dangers of long-term unemployment for mental health consumers, and the role of managers and leaders in a mental health agency providing employment services and supports.

**Outcome Goal #6** – Design, develop, test and implement state-specific prototype web portal for customers, their family, professional helpers, and community stakeholders. Portal will include benefits estimator, employer locator (w/proximity locator), discussion of disability disclosure, resume builder, and video success stories. Design will include platform to provide training on work incentives and provide aggregate data on consumer demographics to stakeholders.

- Design, develop and prototype the *Pathways to Employment* web site with the benefits estimator and link to selected videos that reflect consumer and employer perspectives on successful employment outcomes.
- Conduct prototype usability testing with user focus groups, develop an employer proximity locator, online resume builder, and “when to disclose” components to add to the web site.
- Develop the web hosting and implementation plans for production version.

**Outcome Goal #7** – Support, promote, and contribute to research and evaluation of the Medicaid Buy-in (MBI) at the state and federal level. MBI is referred to as Healthcare for Workers with Disabilities (HWD) in WA State.

- Collect and submit annual HWD finder and premium files to Mathematica Policy Research
- Participate in the MIG-RATS (Research and Technical Assistance) project that accesses the integrated data set collected on MBI programs by MPR
- After presentation of HWD study at MIG and DMIE summit in April, MIG PM and RDA staff concluded that findings (and methodology used to obtain them) add value to evaluations completed thus far. RDA will refine the analysis in anticipation of any comments or concerns, provide context and frame the discussion of findings to submit it as a paper to a peer-reviewed scholarly journal. Encourage greater visibility and credibility for policy makers at both state and federal level.
- Build on recent study and report of employment outcomes after enrollment in HWD completed by the department's Research and Data Analysis (RDA) Division to plan for additional work next CY to evaluate associated medical costs, disability types, loss of eligibility due to non-payment of premiums, and use of program to exceed 1619(b) earnings or asset threshold

## **E. Grant Funds in Excess of Minimum Amount**

We are requesting an amount above \$500,000 to fund the following projects:

1) As described in Outcome Goal #5, we request \$100,000 to continue work needed to integrate a structured partnering that has begun to form, which if allowed to advance further will broaden and sustain a cohesive network of providers across the state that are implementing EBP fidelity measures to improve employment outcomes for individuals with psychiatric disabilities. These additional funds requested for CY 2010 will provide substantial value in continuing to expand the awareness and use of supports and services and health care coverage to increase meaningful employment outcomes for Washingtonians with disabilities.

2) As described in Outcome Goals #1, #2, #3 and #4, we request approximately \$100,000, to continue funding technical assistance provided through a contract with the Washington Initiative for Supported Employment (WISE). We do anticipate non-grant funding in the future to continue their work at the current level. These additional funds requested for CY 2010 will provide substantial value in continuing to expand the awareness and use of supports and services and health care coverage to increase meaningful employment outcomes for Washingtonians with disabilities. Without them, the project plan we anticipated when developing our competitive application for the current and coming calendar year will continue to move forward, but will be disrupted to some degree – to a degree that can be determined only later. Without these additional funds:

- We cannot fund a designated person to provide technical assistance to our statewide network of approximately 30 benefits planners. As an alternative, the MIG Project Manager would attempt to facilitate the formation of a core of specialists within the network to assume the responsibilities of making sure all planners receive technical assistance, updated information, and ongoing training through the course of the grant year.
- Most likely, we could not engage until a later time in work to design, develop and implement quality assurance components that enhance the delivery and effectiveness of benefits planning services at the individual state level.
- We cannot continue work at current level to integrate a structured partnering that has begun to form, which if allowed to advance further will broaden and sustain a cohesive network of school districts that are participating in local transition programs that are increasingly focused on increasing the number of youth who exit high school with paid employment.

3) As described in Outcome Goal #2, we request approximately \$40,000 to continue to fund “Train the Trainer” presentations for an expanding implementation of the WorkStrides program, built in part on the Dependable Strengths curriculum, at the local level in DVR offices, WorkSource (One Stop) sites, and community based organizations. More recently, interest in collaborative partnerships to introduce WorkStrides into other systems has begun to form with a private non-profit; a project within the state’s MHD that targets youth in transition; several community resource providers; Clubhouses that serve individuals with psychiatric disabilities; the American Lake Veterans Affairs Center; and several Independent Living Centers.

Incorporating WorkStrides into the conventional employment services delivery system seeks to provide career development methods that work more successfully for people with complex

disabilities. While traditional career development methods work quite successfully for thousands of people, they do not adequately address the circumstances and needs of an individual who experiences a combination of significant physical and cognitive barriers to employment. WorkStrides serves to directly address the needs of the most significantly disabled in providing meaningful experiences that contribute to developing self-esteem, employment and ultimately economic self sufficiency.

These additional funds requested for CY 2010 will provide substantial value in continuing to expand the awareness and use of supports and services and health care coverage to increase meaningful employment outcomes for Washingtonians with disabilities. Without these additional funds, use of the WorkStrides curriculum will continue at current sites, but work to expand its use across systems would likely cease.

## F. Narrative Logic Model – Outcomes and Other Measurables

The model below illustrates use of funding for each Outcome Goal. Strategies to attain them are described in previous narrative.

Outcome 1: Employment Training and Education Increase the number of working age adults with disabilities who are employed and receiving state/federal healthcare benefits by 3% annually in 2010 from a baseline to be established on 12/31/2009, using Washington administrative data for tracking purposes.			
Outcome 2: Medicaid Buy-in – Increase annually the number of individuals enrolled in the state's Medicaid Buy-in by 5% from a baseline to be established on 12/31/2009, using Washington administrative data for tracking purposes.			
Strategies	Activities	Budget	Indicators (Numbers of)
Strategy 1	Activity 1.1 – Execute MOU with DDD. Activity 1.2 – Execute contract with WISE.	\$44,000	Allocations and procurement for expenditure of funds
Strategy 2	Activity 1.3 – Coordinate presentation/communication of lessons learned/best practices. Activity 1.4 – NWA conference calls to identify develop, and execute activities.		Presentations and participants NWA conference calls, activities, projects developed and/or completed
Strategy 3	Activity 1.5 – Maintain/update training materials; coordinate presentations with community stakeholders. Activity 1.6 – Host and moderate group listserv and website.		Presentations and participants Counties providing BP services BPs receiving TA Timely response to TA requests Participating members
Strategy 4	Activity 1.7 – Maintain/update training materials, coordinate presentations. Activity 1.8 – Conduct community education and outreach events.		Presentations and participants Those who access work incentives Those who enroll in Buy-in
Strategy 5	Activity 1.9 – Maintain training modules. Activity 1.10 – Identify/recruit participants. Activity 1.11 – Present materials online.		Presentations and participants
Strategy 1-5	Activities 2.1 – 2.11 – see above.		See above
Strategy 6	Activity 2.12 – Solicit participation in WorkStrides expansion.	\$40,000	New offices/sites that implement WorkStrides Consumers who complete the program, become employed
Outcome 3: Benefits Counseling and Work Incentive Programs Increase the number of benefits planning specialists who meet state standards for providing community training,			

information and referral on state and local resources, and individual benefits plan analyses and follow up services. Increase the number of individuals in the state who receive training on SSA and Medicaid work incentives to attain varying levels of expertise and promote employment as a viable option for people with disabilities.			
Strategies	Activities	Budget	Indicators (Numbers of)
Strategy 1	Activity 3.1 – Execute MOU with DDD. Activity 3.2 – Execute contract with WISE. Activity 3.3 – Provide training	\$44,000	Allocations and procurement for expenditure of funds Presentations and participants
Strategy 2	Activity 3.4 – Maintain training modules Activity 3.4 – Maintain and use state capacity to conduct Benefits Planning Academy and state certification process.		Newly trained stakeholders on basics of employment supports and services Newly trained and certified BPs
Strategy 3	Activity 3.5 – Maintain/update training materials; coordinate presentations. Activity 3.6 – Host and moderate group listserv and website.		Presentations and participants Counties providing BP services BPs receiving TA Timely response to TA requests Participating members
Strategy 4	Activity 3.7 – Maintain/update training materials; coordinate presentations. Activity 3.8 – Host and moderate group listserv and website. Activity 3.9 – Provide and facilitate additional support to newly certified BPs.		BPs receiving TA Timely response to TA requests Participating members
Strategy 5	Activity 3.10 – Facilitate participation. Activity 3.11 – Complete RATS project(s).		Participating members Project(s) completed
Outcome Goal #4 – Increase annually by 50 the number of youth in transition who exit high school into paid employment through design and use of braided funding streams.			
Strategies	Activities	Budget	Indicators (Numbers of)
Strategy 1	Activity 4.1 – Execute MOU with DDD. Activity 4.2 – Execute contract with WISE.	\$12,000	Allocations and procurement for expenditure of funds
Strategy 2	Activity 4.3 – Recruit and provide TA to school districts.		Youth who exit High School with a job Participating school districts
Strategy 3	Activity 4.4 – Provide TA to Project SEARCH and Spokane transition program.		Youth who exit High School with a job
Strategy 4	Activity 4.5 – Participate in national state-to-state TA partnership and NWA.		Completed activities TA provided and received
Outcome Goal #5 – Increase competitive employment outcomes by 10% for the number of individuals with severe mental illness receiving supported employment services in catchment areas participating in the Willing Partners project. Baseline will be established at the end of this year, possibly going back to June 30, 2009. MHD is working with RDA to incorporate measurable employment outcomes at the individual county and provider levels in their tracking and reporting capacities and protocols.			
Strategies	Activities	Budget	Indicators (Numbers of)
Strategy 1	Activity 5.1 – Execute MOU with MHD, which contracts with WIMHRT, which contracts with technical assistance consultant(s). Activity 5.2 – Expand number of partners Activity 5.3 – Enhance capacity to broaden data collection and reporting protocols.	\$87,500	Allocations and procurement for expenditure of funds Stakeholder meetings Community trainings Individualized data at county and provider levels Completed evaluations/shared findings with stakeholders
Strategy 2	Activity 5.4 – Analyze quarterly data collected by RDA, analyze and share data with project partners and providers. Activity 5.5 – Analyze data for performance trends and report findings to participants and		Consumers employed in competitive employment per partner region and county. Consumers participating in EB supported employment.



	other stakeholders.		Consumers in competitive employment who participate(d) in EB supported employment
Strategy 3	Activity 5.6 – Train RSN employment leads and stakeholder partners to conduct SE fidelity reviews. Activity 5.7 – Implement fidelity measures and outcome reporting. Activity 5.8 – Provide TA, follow up consultation. Activity 5.9 – Revise RSN/provider policies, procedures and training to emphasize early engagement around employment, integration within clinical practice. Activity 5.10 – Influence RSN funding and reimbursement models with performance benchmarks related to employment.		Sites using EBPs Linkage to benefits planning Consumers employed in competitive employment per partner region and county. Consumers participating in EB supported employment. Consumers in competitive employment who participate(d) in EB supported employment Changes in publicly stated performance goals for employment. Fidelity reviews conducted Partners that employ best practice models.
Outcome Goal #6 – Design, develop, test and implement state-specific prototype web portal for customers, their family, professional helpers, and community stakeholders. Portal will include benefits estimator, employer locator (w/proximity locator), discussion of disability disclosure, resume builder, and video success stories. Design will include platform to provide training on work incentives and provide aggregate data on consumer demographics to stakeholders.			
Strategies	Activities	Budget	Indicators (Numbers of)
Strategy 1	Activity 6.1 – Design, develop and prototype the Pathways to Employment web site with benefits estimator, link to selected videos that reflect consumer and employer perspectives on successful employment outcomes.	\$296,895 – includes \$30,000 contract w/ Gilmore Research for follow up focus groups.	Timely completion of project plan.
Strategy 2	Activity 6.2 – Conduct prototype usability testing with user focus groups, develop an employer proximity locator, online resume builder, and “when to disclose” components.		Timely completion of project plan.
Strategy 3	Activity 6.3 – Develop web hosting and implementation plans for production version.		Timely completion of project plan.
Outcome Goal #7 – Support, promote, and contribute to research and evaluation of the Medicaid Buy-in (MBI) at the state and federal level. MBI is referred to as Healthcare for Workers with Disabilities (HWD) in WA State.			
Strategies	Activities	Budget	Indicators (Numbers of)
Strategy 1	Activity 7.1 – Collect and submit annual HWD finder and premium files to Mathematica Policy Research.	\$76,599	Timely completion of project plan.
Strategy 2	Activity 7.2 – Participate in RATS project that accesses MPR integrated data set.		Timely completion of project plan.
Strategy 3	Activity 7.3 – Submit HWD findings for peer review and publication.		Timely completion of project plan.
	Activity 7.4 – Expand HWD study to evaluate associated medical costs, disability types, loss of eligibility due to non-payment of premiums.		Timely completion of project plan.
Technical Assistance Plan: Participate as a State Leader in the National Consortium for Health Systems Development (NCHSD) Technical Assistance (TA) partnership as described in Appendix A. The state will use MIG funds to pay for membership at this level, to receive the assistance described, in the amount of \$40,000.			